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A G R E E M E N T

This AGREEMENT is made this 16<sup>th</sup> day of October, 1979,  
between the TOWNSHIP OF CLARK (hereinafter: EMPLOYER) and UNION  
COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION (hereinafter:  
ASSOCIATION);

WHEREAS, the parties have previously executed an Agreement  
dated May 24th, 1976, covering wages and benefits and other  
matters for the employees represented by the Association for the  
period January 1st, 1975, through December 31st, 1977; and

WHEREAS, for the period January 1st, 1978 to December 31st,  
1978, the parties reached agreement which was not reduced to  
writing but which was implemented by the employer; and

WHEREAS, the parties desire to amend the Agreement dated  
May 24th, 1976, referred to above, to apply it as amended to the  
period January 1st, 1979, ~~to December 31st, 1981;~~

NOW, THEREFORE, in consideration of the mutual promises made  
between the parties, it is agreed as follows:

1. The agreement dated May 24th, 1976, and expiring on  
December 31st, 1977, be and the same is continued in full force  
and effect up to and including December 31st, 1981, with the  
following amendments:

(a) All benefits received pursuant to the agreements  
between the parties for the period January 1st, 1978, to  
December 31st, 1978, shall be continued and the agreement shall be  
considered amended forthwith to be consistent with the foregoing.

(b) Effective January 1st, 1979, all employees covered  
by the agreement shall receive an across-the-board increase of  
6.75% calculated on base pay as of January 1st, 1979.

(c) Effective January 1st, 1980, all employees covered  
by the agreement shall receive an across-the-board increase of 7%  
calculated on base pay as of January 1st, 1980.

(d) Annual salaries for all employees covered by the  
agreement, effective as of January 1st, 1979, and effective as of  
January 1st, 1980, are all as set forth on Schedule "A" attached  
hereto.

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Labor Relations

JUL 2, 1980

RUTGERS UNIVERSITY



(e) Article XV, appearing on Page 7 of the agreement dated May 24th, 1976, is hereby amended to read as follows:

ARTICLE XV - LEAVE BECAUSE OF DEATH

Section 1. Leave with pay, not exceeding five (5) days, shall be granted by the Department Head, with the approval of the Business Administrator, to any employee in the event of a death in his/her "immediate family". The term "immediate family", for all the purposes of this Section, shall include only his/her husband, wife, child, mother or father.

Section 2. Leave with pay, not exceeding three (3) days, shall be granted by the Department Head, with the approval of the Business Administrator, to any employee in the event of a death of a grandparent, brother or sister; and in the event of a death of the child, parent or grandparent, brother or sister of his/her spouse, or other person who is a member of his/her household.

(f) Article XXVI, appearing on Page 14 of the agreement dated May 24th, 1976, shall be changed so that the first and second paragraphs only are changed. The first paragraph shall be changed so that the dates in the first sentence are January 1st, 1979, and December 31st, 1981. The second sentence shall be changed so that it shall read as follows:

Collective negotiations for salaries only for the calendar year 1981 shall commence no later than ten days after September 1st, 1980.

The first sentence of the second paragraph shall state as follows:

Collective negotiations on the terms of the new agreement shall commence no later than ten days after September 1st, 1981.

The aforesaid Article shall otherwise be unchanged.

IN WITNESS WHEREOF, the Employer and the Association have



caused this agreement to be executed this 16<sup>th</sup> day of October, 1979.

ATTEST:

Edward R. Raduswahl  
Township Clerk

TOWNSHIP OF CLARK

BY Bernard J. Gargano  
10/16/79 MAYOR

ATTEST:

Oleg Sashinski  
Secretary  
10/9/79

UNION COUNCIL NO. 8, NEW JERSEY  
CIVIL SERVICE ASSOCIATION

BY Samuel Bragg  
10/9/79 PRESIDENT



SCHEDULE "A"

<u>TITLE</u>	<u>1979</u> <u>Salary Range</u>		<u>1980</u> <u>Salary Range</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Secretary -- Township Clerk's Office	\$10,537.00	\$12,787.00	\$11,433.00	\$13,683.00
Municipal Court Clerk & Violations Clerk	9,924.00	12,144.00	10,775.00	12,995.00
Deputy Municipal Court Clerk (Stenography)	8,651.00	10,551.00	9,390.00	11,290.00
Administrative Secretary -- Administration	10,536.00	12,780.00	11,431.00	13,675.00
Purchasing Assistant - Registrar of Vital Statistics	9,918.00	12,112.00	10,766.00	12,960.00
Principal Clerk (Typing) Administration	9,303.00	11,455.00	10,105.00	12,257.00
Principal Clerk (Typing) Public Works	9,309.00	11,493.00	10,114.00	12,298.00
Principal Clerk Stenographer	9,545.00	11,702.00	10,375.00	12,522.00
Principal Account Clerk	9,919.00	12,119.00	10,768.00	12,968.00
Senior Assessing Clerk (Typing)	8,614.00	10,514.00	9,350.00	11,250.00
Communications Operator No. 1	8,205.00	10,205.00	8,920.00	10,920.00
Communications Operator No. 2	7,991.00	9,991.00	8,656.00	10,656.00
Building Maintenance Worker	3.50 per hour	4.19 per hour	3.50 per hour	4.49 per hour

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<u>Employee's Name and Title</u>	<u>1979 Salary</u>	<u>1980 Salary</u>
CATHERINE CLANCY, Adm. Secty. -- Township Clerk's Office	\$12,787.00	\$13,683.00
DOROTHY TYRRELL, Mun. Court Clerk & Violations Clerk	12,144.00	12,995.00
ELIZABETH MASSARELLI, Deputy Mun. Court Clerk (Stenography)	10,551.00	11,290.00
HELEN VEVERKA, Adm. Secty. -- Administration	12,780.00	13,675.00
BETTE SMITH, Purchasing Asst. - Registrar of Vital Statistics	12,112.00	12,960.00
JEAN FAESER, Princ. Clerk (Typing)	11,455.00	12,257.00
OLGA SACHENSKI, Princ. Clerk (Typing)	11,493.00	12,298.00
ANGELINE DIOS, Princ. Clerk Stenographer	11,702.00	12,522.00
HELEN OLALACK, Princ. Account Clerk	12,119.00	12,968.00
PATRICIA KOSTICK, Senior Assessing Clerk	10,514.00	11,250.00

SCHEDULE "A" (continued)

<u>Employee's Name and Title</u>	<u>1979 Salary</u>	<u>1980 Salary</u>
DAVID HARTONG, Communications Operator No. 1	\$10,205.00	\$10,920.00
KATHLEEN MATHIS, Communications Operator No. 2	8,991.00	10,156.00
Plus increment due on anniversary dates 7/6/79 and 7/6/80	+ 500.00	+ 500.00
TOTALS 7/6/79 and 7/6/80 .....	<u>9,491.00</u>	<u>10,656.00</u>
PHILIP MIRIZIO, Building Maintenance Worker	4.19 per hour	4.49 per hour



## A G R E E M E N T

This Agreement made this 20th day of September 1979, between the TOWNSHIP OF CLARK (hereinafter called the Employer), and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION (hereinafter called the "Association")

WHEREAS, the parties had reached an impasse in collective negotiations for a successor Agreement to the one existing between the parties which terminated on December 31, 1977, and

WHEREAS, the parties have presented their respective positions to a Mediator; and

WHEREAS, the parties have settled upon a Collective Negotiations Agreement for the year 1978, and

WHEREAS, the parties are desirous of setting forth their agreement with respect thereto,

NOW, THEREFORE, in consideration of the following covenants entered into between the said parties and for other good and valuable considerations, it is agreed as follows:

1. The Agreement existing between the said parties bearing date May 24, 1976 and expiring on December 31, 1977, be and the same is hereby continued in full force and effect until December 31, 1978, with the following amendments to the same:

a. All employees covered by the terms of the aforesaid agreement shall receive a wage increase of six and two tenths percent (6.2%) calculated on their individual wage rates in effect on January 1, 1978, for the period from January 1, 1978 to December 31, 1978.

b. A Family Drug Plan providing deductible of \$2.00 will be put into effect on or about January 1, 1979, at the sole cost and expense of the Township of Clark.

The existing Agreement between Union Council No. 8, N. J. Civil Service Association and the Township of Clark, bearing the date May 24, 1976, and expiring on December 31, 1977, with the amendments listed herein as items 1. a. and b., shall remain in full force and effect during collective negotiations between the parties beyond December 31, 1978, until the parties have mutually agreed on a new Agreement. DELETED PER VERBAL DIRECTION OF THE MUNICIPAL COUNCIL TO THE TOWNSHIP CLERK ON SEPTEMBER 17th, 1979.

IN WITNESS WHEREOF, the Township of Clark and  
UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION  
have caused this agreement to be executed hereunto this 20th  
day of September 1979.

Attest:

TOWNSHIP OF CLARK

Edward R. Podusinski  
Township Clerk

By

Bernard S. Yaravage  
Mayor

Attest:

UNION COUNCIL NO. 8, NEW JERSEY  
CIVIL SERVICE ASSOCIATION

Oleg Sachenski  
Secretary

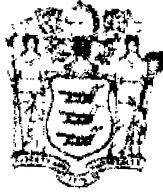
By

Samuel Bragg  
President

Signatures of

O. Sachenski  
D. Bragg  
Mayor Yaravage } affixed 9/19/79  
were affixed  
prior to the  
"deleted" notation  
made by Twp. Clerk.

Helen Uwerka,  
Adm. Secty. 9/28/79



Union Council No. 8  
New Jersey Civil Service Association

DANIEL BRAGG  
President  
836 W. 6th Street  
Plainfield, N. J. 07063  
(201) 757-2081

OLGA SACHENSKI  
Recording Secretary  
19 Meissner Way  
Clark, N. J. 07066  
(201) 388-6382

December 8, 1977

Mr. Donald Labella  
Council President  
Municipal Building  
Clark, New Jersey 07066

Dear Mr. Labella:

We have received ratification of the agreement for 1977  
wages for members of Civil Service Union Council No. 8 as follows:

6% of 1976 base salary effective January 1, 1977  
thru June 30, 1977

1% of June 30, 1977 base salary, effective July 1, 1977

We would appreciate if you will notify the Township Clerk,  
Treasurer and Business Administrator of the above agreement, so that  
they may compute salaries for our group as soon as possible.

Thank you for your efforts in our behalf.

Yours very truly,

Olga Sachenski  
Representative, Negotiating Committee

60-2-3-1110

